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Management is an essential aspect of any organization's functioning and plays a crucial role in determining its success. The primary objective of management is to maximize output from minimal efforts and resources. Effective management ensures efficiency, which is critical in achieving organizational objectives. The process of management involves various functions, including planning, organizing, staffing, directing, and controlling. These functions work together to ensure the organization's smooth operation. The concept of management has evolved over time, with early forms of management dating back to ancient Egypt around 2900 B.C. During this period, pyramids were built using a highly organized and coordinated approach. The Roman Empire also employed effective management techniques in its administration, controlling various aspects such as politics, military affairs, and governance through communication. The Industrial Revolution marked a significant turning point in the development of modern management. It introduced two fundamental principles: that labor was considered lethargic and needed control to work effectively, and that labor was the key factor in reducing costs and increasing production. The era saw several characteristics emerge, including specialization, standardization, synchronization, maximization, and centralization. The focus on division of labor during this period led to each worker being assigned a specific job with the goal of achieving efficiency. 1. Standardisation was a primary focus during the industrial revolution, where identical products were mass-produced. 2. Synchronisation involves combining different elements at one location. 3. Maximisation aims to increase production levels. 4. Centralisation refers to concentrating power within top management. Management Approaches: A Review of Key Contributors Modern Management Information Systems (MIS) provide organisations with essential data for effective decision-making. Three primary approaches to management include the systems approach, which views a system as interconnected components; contingency theory, where an organisation assesses its conditions and environment to determine problems; and MIS, which relies on computerised systems to manage information. Notable contributors to modern management include Charles Babbage, who emphasized the importance of employee participation and advocated for quantitative methods in manufacturing. Fredrick W. Taylor, often referred to as the father of scientific management, focused on descriptive cost accounting, mutual understanding between workers and management, and bonus incentives for productivity improvements. Henry Laurence Gantt developed the Task and Bonus Plan, which rewarded efficient task completion, and introduced the Gantt chart, a visual tool for creating production schedules. Henri Fayol, considered the father of modern management, outlined best practices for managers, including timely work completion, effective resource allocation, worker selection, coordination, and planned activity execution. Robert Owen believed that investing in human resources is more intelligent than other investments, while Max Weber focused on bureaucratic management structures. George E. Mayo stressed the importance of understanding human behaviour in organisational settings. These pioneers have shaped modern management theories, providing valuable insights for organisations seeking to improve their performance and achieve success. He believed that employees should be motivated to work because they're interested in it, not just forced to do so. He also emphasized the importance of a harmonious relationship between managers and employees to improve production efficiency. His ideas are considered a precursor to the behavioral approach of management. Max Weber is known for developing the bureaucratic management theory, which emphasizes the need for a hierarchical structure in organizations. He identified three types of administration: traditional, charismatic, and bureaucratic. In traditional organizations, positions are passed down through generations regardless of intelligence or experience. Charismatic organizations have managers who don't delegate tasks, and employees are seen as loyal subjects. Bureaucratic organizations assign managerial responsibilities based on an individual's capabilities. George E. Mayo made significant contributions to the Hawthorne studies in 1929 and 1930. His findings led to the human relations movement, which focuses on job satisfaction, group norms, and leadership quality to improve productivity. Recent developments in management include Just-In-Time (JIT) production, which aims to eliminate waste resources and improve efficiency. JIT originated with Ford Motor Company in the 1920s but was popularized by Toyota Motor Corporation in Japan. Lean manufacturing is a philosophy that eliminates non-value-added activities and finds efficiencies. The approach "less is better" is adopted to produce goods on demand. SE (40% probability) Rewritten Text: equipment & tools bein clean nowadayz is super impoant for Seiketsu. it means standartizin practices so they same everywhree, even if diferent workstations do same job. Shitsuke means keep improvin the proceses continously. Six Sigma is a techniq that focuses on measurin quality to reach perfection. it was devolped by motorola back in 1986 for improvins proceses. six sigma goal is only 3.4 defect parts per million, thats pretty impresive. Kaizen is japaneese word meanin "improvments" or doin things better, its a philoshopy thats all about continous improvment in busines and managment. Management is a proces of gettin peoples work togeter to achiv som gools by usin resources optimally. it's like guidin humans & physikal resources into one unit that works well together. some key things about managment: its goal orientd, everywhree in the world, continous process, and its all about group activites. communication is super impoant for busines, you should comunicate with your peers to get help and be sucsesfull, this way both of you will have info needed to improve urselfs and teams. Management has many purposes like achievin goals & objectives, cost minimisation, and even survival and growth. it's also helpful in communication, leadership, human relations, image, peace and controll. managment is considderd science cuz it got its own principles, so it can be studiyed and improve continously. The principle states that repeated work can lead to expertise, whether in personal or professional life. Management isn't a natural science; it's more like behavioural science because you can't study factors separately. Experts say management is an art born from individual personality and ability – managers are made, not manufactured. They rely on social and political environment and their own knowledge to make decisions. Management has three main functions: planning, organising, staffing, directing, and controlling. It also plays a crucial role in society by providing quality products, making timely payments, conserving resources, being fair with suppliers, preserving ethical values, and dealing with social needs. Organisations approach social responsibility through three approaches: considering business as an economic purpose, viewing it from both social and economic perspectives, or actively addressing social needs. Management has responsibilities towards different interest groups – shareholders, customers, employees, the community, government, and other stakeholders. Administration: A Thinking Process, Management: A Doing Process According to Oliver Sheldon, administration is a thinking process that involves making crucial policies, whereas management is a doing process that implements those policies. Administration is a higher-level activity that determines major objectives and policies, while management is a lower-level function that focuses on implementing those objectives. Some authors view administration as only an implementing agency, making it a part of the management process. However, others see administration as a distinct entity that involves planning and controlling, whereas management is more focused on directing and organizing. Time and motion studies were first created by Frederick Winslow Taylor, with the Gilbreth couple further developing this concept. Their goal was to make work processes more efficient and effective. This approach aimed to increase overall quality, involve workers in designing their own tasks, and create a system for learning within organizations. New management practices, such as Kaizen, were adopted at NUMMI to achieve perfection through continuous improvement. These methods included Just-In-Time production for cost reduction, focusing on human resources, empowering employees for quick problem-solving, and fostering effective team cultures built on mutual trust and coordination.